**Institutional Self-Assessment**

**Overview**

Keshet works with organizations along a continuum of LGBTQ inclusion, from those who are just beginning to develop an awareness of their community’s needs to those who have deep and sustained initiatives in place and who strive to broaden their reach.

The following self-assessment is a tool for Jewish institutions to evaluate the degree to which their organization lives out the value of creating and sustaining an inclusive Jewish community.

We ask you to fill out this “Institutional Self-Assessment.” This important pre-work prepares you for the Summit by ensuring that you come to the workshop with a complete picture of your organization’s current policies, programs, and culture. Organizational change begins with an understanding of the starting point, and this form helps to facilitate that process.

**Please know that this form will take some effort and research, but it is an important part of the process. Thank you for setting aside time to complete it.**

Please print your completed form and bring it with you to the Leadership Summit.

**Programming:**

**Educational programming** is inclusive and celebratory of LGBTQ Jews and allies.

**Please check all that apply for your institution:**

[ ]  **We have Community Conversations on LGBTQ Jewish themes, such Film Showings, Panel Discussion, and Discussion with Families.**

Please Describe:

[ ]  **We have annual programming such as: National Coming Out Day, No Name Calling Day, Day of Silence, Transgender Day of Remembrance, Gay Pride, other.**

Please Describe:

[ ]  **We have an ongoing LGBTQ and ally group such as a GSA.**

Please Describe:

[ ]  **Other**

Please Describe:

**Policy:**

**Our organizational policy** is inclusive and reflects our commitment to LGBTQ staff and community members.

**Please check all that apply for your institution:**

[ ]  **Our whole organizational leadership team has been trained on how to strengthen LGBTQ-inclusive program, policy, and culture.**

Please Describe:

[ ]  **We have a written non-discrimination policy that includes sexual orientation and gender identity and expression.**

Please Describe:

[ ]  **We have anti-bullying policies and/or materials that address anti-LGBTQ bullying and harassment.**

Please Describe:

[ ]  **We have an LGBTQ or Diversity Task Force charged with strengthening our organization’s policies and practices.**

Please Describe:

[ ]  **We have a bunking or overnight housing policy that ensures the safe and comfortable participation of transgender and gender non-conforming youth, as well as LGB youth.**

Please Describe:

[ ]  **Other**

Please Describe:

**Culture:**

**Our** **organizational culture** is characterized by LGBTQ visibility and affirmation.

**Please check all that apply for your institution:**

[ ]  **Our educators and youth workers have been trained to ensure that regular classroom content and informal education reflects a recognition and affirmation of LGBTQ Jewish families, teens, and community members.**

Please Describe:

[ ]  **Our institution’s publications, outreach materials, and/or website, and/or physical space include images of and information about LGBTQ people.**

Please Describe:

[ ]  **We actively reach out to the LGBTQ community (i.e. advertising in LGBTQ publications, partnering with organization for LGBTQ themed events, creating LGBT-specific marketing materials).**

Please Describe:

[ ]  **Our library has LGBTQ resources.**

Please Describe:

[ ]  **People of all gender identities and expressions can access a restroom at our institution.**

Please Describe:

[ ]  **Keshet stickers, posters, brochures and other LGBTQ resources are publicly displayed.**

Please Describe:

[ ]  **Other**

Please Describe: